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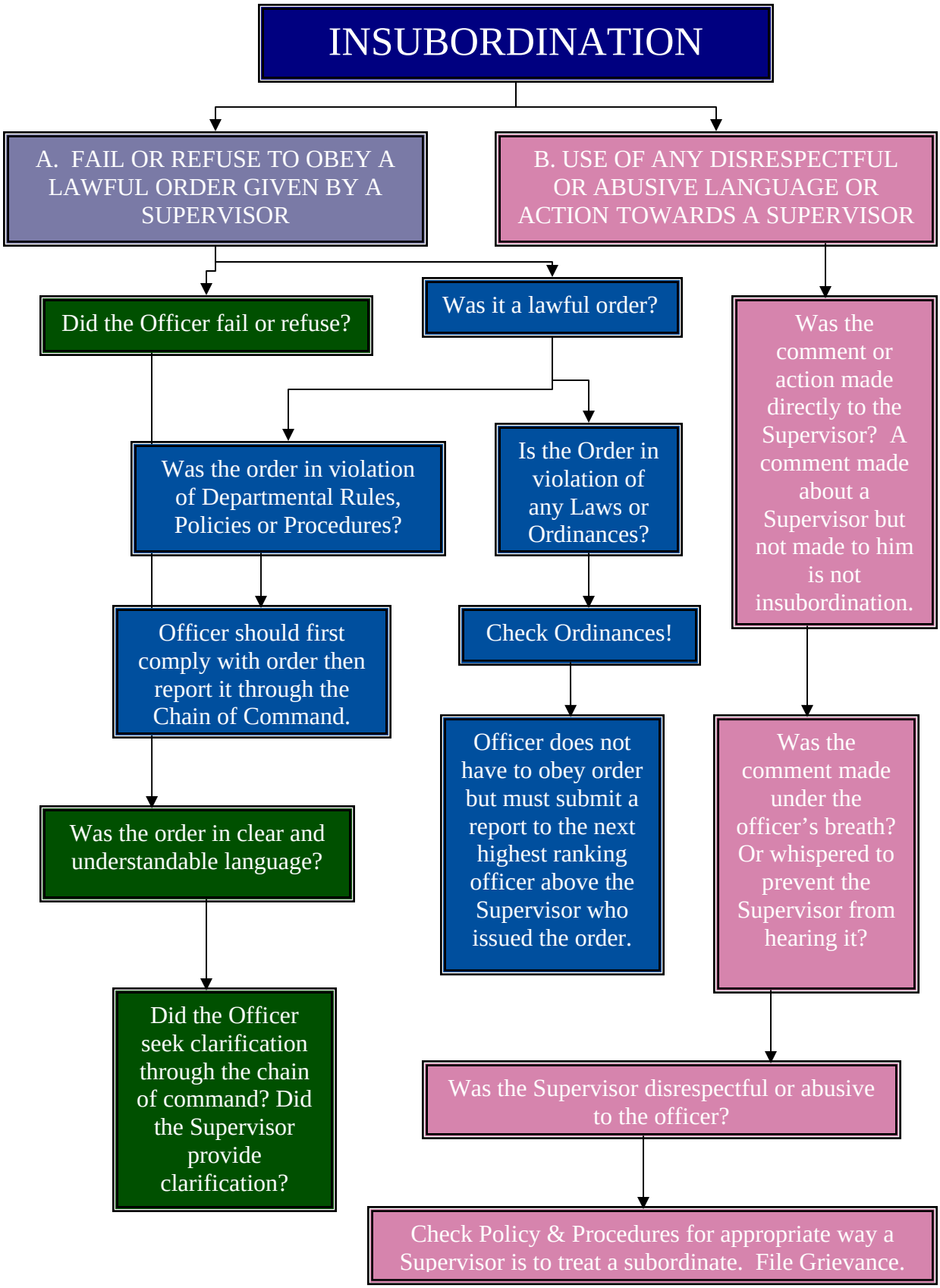

* Stressors in the Officer's personal life, although not an excuse, have been used to lesson the penalty imposed by the Department.